**A Tracer Study Report of Graduates**

**Revised**

**(Batch Year 2015 A.D.)**

For the fulfillment of Requirement of Performance Grants Provided by University Grants Commission selected in second phase

**Submitted to:**

University Grants Commission

Sanothimi Bhaktapur

**Submitted By:**

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Diktel , Khotang

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 We would like to convey since acknowledgement to the campus management committee for making decision. The sincere suggestion and active involvement of the chairperson of campus management committee, Mr. **Debi Prasad Rijal** is remarkable. The active participation and cooperation of all campus staffs in collection data and drafting them is praiseworthy. So the research committee is highly indebted to them of their non-stop assistance on the completion of this work. Similarly, the administrative staffs are also significant in providing the materials in need. Final, we would like to express our gratitude to all the well wisher from the inside and outside the campus that provided their valuable contribution directly and indirectly for the completion of this work.

Diktel Multile Campus

 Tracer Study Research Committee

Diktel, Khotang

Executive Summary

Diktel Multiple campus groups is a community based campus located at Eastern part of Nepal. Despite many difficulties and inaccessibility, it is a dedicated educational institute established 2037 B.S. Since its inception, it is continuous in its journey of providing bachelor level education in the rural setting. Second higher education program unit phase second of Diktel Multiple Campus has conducted tracer study of the graduates from this college. The mission of campus is to create and transmit ideas, knowledge, virtues and skills to the students with a view to preparing them to be self employed and self dependent citizens in the country.

The tracer study covers the graduates passed out since 2015 A.D. The major concern of the study is therefore employability of the graduates and the type of employment. They gain and whether they have productive and wel-paying jobs. The Graduate Tracer Study of Diktel Multiple Campus provides a glimpses of relative status of its past graduate and reorganization of the campus in the field of education.

The tracer study is explorative which focuses on the graduates passed out in 2015 A.D. The major objectives of his study are to find out the job status, personal development and attitude towards the institutions.

The study also focuses the way they are supported by the education gained from this campus. The graduates involved in this study, are categorized into different clusters and groups in terms of job status as well as gender, Dali, EDJ and other castes.

For the completion of his work, the research team has used the methods of questionnaire and interview through telephone, email and personal contact. After collecting the data, they have been presented in tables. They are analyzed using different approaches such as descriptive and exploratory. The graduates from this campus are found to be employed particularly in government service, schools (public, and private) NGOs and other private sectors. The number of unemployed graduates is noticeable in the batch of 2015 A.D. But most of the graduates view that the graduation from this campus plays the major determinate role to develop their career.

**Abbreviation**

 A.D. : Anno Domini

B.A. : Bachelor of Arts

B.B.S. : Bachelor of Business Studies

B.Ed. : Bachelor of Education

B.S. : Bikram Sambat

C.M.C. : Campus management committee

D.M.C. : Diktel Multiple Campus

M.A. : Master of Arts

NGO : Non government organization

T.U. : Tribhuwan University

U.G.C. : University Grant Commission

V.D.C. : Village Development Committee

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**Unit -1**

**Introduction**

**1.1 Background and Rational of the study**

Diktel Multiple Campus is one of the hilly and remote districts, located in Sagarmatha zone of eastern part of Nepal. It is situated between Solukhumbu, Okhaldhunga, Udaypur and Bhojpur districts.

People of various castes indigenous majority of Rai ethnic group such as Tamang, Gurung ,Sunuwar, Brahamin, Chhetri, Kami, Sharki and Damai are major inhabitant of this district. It is composed of 76 VDCs and Diktel is the administrative head quarter of this district, where Diktel Multiple Campus is located. According to the new reformation of local bodies khotang district has to municipalities and eight Guaupalika.

Diktel Multiple Campus (DMC) is a community based educational institution established in 2073 B.S. with the effort of community, social workers, intellectuals, various professionals, business entrepreneurs, local institutions and civil society of Diktel. After its establishment, the campus assembled required physical facilities and infrastructure by obtaining the donation, grants from different institutions and individuals. The campus has been running its classes in its own building since 2037 B.S. It is affiliated to Tribhuvan University to run Bachelor's and Master Degree under the faculties of Humanities and Social Science -I.A. (2037 B.S.), B.A. (2042 B.S.), M.A. (Nepali 2070 B.S.), Education 3 years B.Ed. (2052 B.S.), I year B.
ED (2052 B.S.) , Management I.COM. (2048 B.S.) and B.B.S. (2062 B.S.). The campus has covered the students of entire Khotang district and Solukhumbu, Okhaldhunga, Bhojpur and Udayapur.

The campus has made a significant contribution in the periods of 3 years trying to import the quality education to the students of lower and lower middle class communities. The major economic source of the campus is the students' fee apart from the regular grants of University Grants Commission (UGC). Similarly, UGC under Secondary Higher Education Project, Scheme 'C' , selected DMC for other grants and it is also selected for Reform Project second phase this year. There are 435 students studying in graduate level and 23 in master level

The graduate students of this campus have engaged in multiple sectors. It is important to identify their employment situation in order to evaluate the standard of the production that will be supportive to make further plans for qualitative education. The study is centralized on: what is the situation of graduate passed students from Diktel Multiple Campus, their social relationship and the way they are supported by the education they have gained from this institution.

Diktel Multiple Campus is conducting three faculties I.e. Education, Humanities and social science and management since long time. This study has been an evaluation method and tool to look its educational qualities. It can be a correcting device for campus administration and its stakeholders. The campus administration would make a new plan and strategy to strengthen the institution with the help of the study. This study is a glimpse of Diktel Multiple Campus thatis contributing education facility in rural part where government access in not accessible. Further more this study provides personal contact details of its graduates and their relative's status in the job placement. To find out factual data about the corresponding relationship between education and the applied field of graduated students from this campus, the research is very significant.

**1.2. Objectives of the study**

The main objectives of the study are as follows:

- To find about the employment status of the graduates.

- To identify the employment status of the graduates.

- To trace their desires and their personal development after acquiring the

 higher education.

- To analyze the relevance of higher with education with reference to the job

 Market.

 - To shed light on the job placement of graduate employment.

**1.3. Institutional Arrangements to conduct the study**

On the recommendation of the decisions of the staff meeting, the campus Management Committee (CMC) approved the decisions and the administration formed a research Committee of five members. The Committee started functioning with the help of administrative staff to contact the students and getting information. As per the UGC guideline, Diktel Multiple Campus second higher education program unit formed a here under research committee for the purpose of conducting trace study of its graduates students. The committee chair person and members are reformed by the campus management committee are given below:

|  |  |  |
| --- | --- | --- |
| S.N. | Name | Position |
| 1 | HarkaBir Rai | Co-coordinator |
| 2 | Lal Prasad Ghimire | Member |
| 3 | Bijaya Kumar Rai | Member |
| 4 | Padam Bahadur Bista | Member |
| 5 | Shyam Kumar Rai | Member |

All the campus staffs were duly requested to bear responsibility in the collection of data, drafting and preparing final document of the study.

**1.4. Graduate Batch Taken for the study**

As it has mentioned in methodology, this study is a synchronic research of the graduates passed out from this campus and it covers the batches in the academic year 2015 A.D. Similarly this research has been duly centered on graduated of education stream and lists of graduate batch under taken for the study has been mentioned below.

The institution (DMC) has taken the graduates of 2015 for the Tracer Study as it had already conducted its first Tracer Study of the graduates of 2014.The graduates from the faculty of Humanities, Management and Education as well as the masters degree holders of education and Humanities were the students for the tracer study .

**1.5. Data collection-instruments and Approach**

 For the purpose of preparing tracer a set of questionnaire had been prepared under the guideline of the UGC. The questionnaire covered the following aspects:

1. Personal information (contact detail, Name and sex of graduates)

2. Qualifications awarded and employment information.

3. The graduates' current employment status.

4. The graduate past job experience.

5. Relevance of the education (awarded degree) in their applied field.

6. Employment history and duration to find a job.

7. Strength and weakness of the program.

Above mentioned thematicquestionnaire were processed to the graduate of the campus through postal service and duly asked for sincerely. The answer derived for the above e thematic question would provide the level of graduate's employment as per the field. it also indicates relevance of their acquired qualification and the area in which they were working. Telephone interview, personal contact, enrollment record of the campus, examinationrecord and result sheet are other instrumental tools of the study.

For the completion of the study, research committee has followed the following procedures:

* The tracer form fill of by the graduate passed out in 2015 A.D.
* Questionnaire: The questionnaire prepared by UGC is used as the tool of getting related data and information individually.
* Interview: Interviews were taken meeting the graduates individually and problems and findings.
* Cluster study: Study areas were divided into different groups to indentify the problems and findings.
* Mass media : Telephone, Email, Radio, newspaper were extensively used to bring the graduates in to the contact.
* Personal contact:Meeting the related graduates and with assistance of the relatives, the research process has been completed.

**1.6. Scope and Limitations of the study**

This study is centered on our batches of graduate's students of the academic year 2015 A.D. The total numbers of graduated included in the research are from Diktel Multiple Campus and it is delimited with in the study of the acquired qualification and application of that qualification in their life. Almost graduated have been involved in the study. Some graduates are missed and some of the contacted graduates have not been able to provide all required documents due to the circumstantial limitations that is generally natural. Accepting this reality the research committees has strived to prepare the report as accurately as possible.

**UNIT: II**

**DATA PRESENTATION AND ANALYSIS**

**2.1. Graduates Batch 2015 A.D.**

In this section of the study, the graduates of DMC who completed their bachelor level in the year 2015 A.D. has been taken under the subject of analysis. The total number of graduates is 52, among them 27 are males and 25 females.The male graduates percentage is 51.92% and the female are 48.08%.In the faculty of management out of 8 graduates 5 are male, 3 are female. In humanities faculty out of 11 pass out graduates 8 are male, 3 are female and 1 is educationally disadvantage graduates. In bachelors of education out of 33 graduates 14 are male, 17 were female, 1 educationally disadvantages and 1 Dalit. The data presentation and analysis of graduates have been presented and analyzed be the help of tables.

**2.2.The Catchment Area**

Diktel Multiple campus is located in the heart of the district headquarter of the Khotang district. The college is providing higher education courses to the students surrounding this region. While carrying out tracer study of its graduates and post graduates, the study team had a question regarding students' personal information that included their residence, familiarity with media and technology, and occupational back ground. The figure below shows that 94.23.% of its graduates were from Khotang district ,3.85% students were from okhaldhunga and 1.92% from solukhumbu district. The figure below shows the catchment area of DMC.

**2.1.2Familiarity with media and technology**

Regarding the familiarities with media and technology among the graduates and post graduates, it was observed that the students of Faculty of Management had more familiarity with media and technology than the students of education and humanities. It was observed that 75% of students from management had email ids and in Humanities and Social Science 45.45% of the graduates are email Id users. They used it regularly. In the same number, they were found to be using social media also. The tables below provide detail information on faculty wise use of email and social media.

Table 1: Email Users Faculty wise

|  |  |  |  |
| --- | --- | --- | --- |
| Level | Total graduates | Yes | No |
| BBS | 8 | 6 | 2 |
| BA | 11 | 5 | 6 |
| BED | 33 | 14 | 17 |
| Total | 52 | 25 | 25 |

 Sources: Tracer Study survey 2015

Figure : 1

Table 1: Social Media Users Faculty wise

|  |  |  |  |
| --- | --- | --- | --- |
| Level | Total graduates | Yes | No |
| BBS | 8 | 6 | 2 |
| BA | 11 | 5 | 6 |
| BED | 33 | 14 | 17 |
| Total | 52 | 25 | 25 |

 Sources: Tracer Study survey 2015

Figure : 2

**2.3. Profile of graduates 2015.**

Table No 3

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Level | Total graduates | Male graduates  | Female Graduates | Educationally Disadvantages | Dalit |
| BBS | 8 | 5 | 3 | - | - |
| BA | 11 | 8 | 3 | 1 | - |
| BED | 33 | 14 | 17 | 1 | 1 |
| Total | 52 | 27 | 23 | 2 | 1 |

 Sources: Tracer Study survey 2015

Figure No. 3

**2.4. Caste wise composition of the Graduates:**

The total number of graduates is 52, among them 27 are males and 25 females.

Out of total graduates 30 are Brahman/ Chettri, 17 are Rai, 2 are educationally disadvantages and 1 is Dalit. The percentage of the Brahman/ Chettri graduates is highest which is 57.29%. The second is Rai and the percentage of the graduates is 32.69% , EDJ is 3.85% and the least percentage is the Dalit graduates which comes 1.97%.The caste wisegraduates data refers that very less numbers of the Dalit and EdJ are passed out form DMC.

Table No. 4

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Faculties | Total | Brahman/Chettri | Rai | EDJ | Dalit | Other |
| BBS | 8 | 6 | 2 | - | - | - |
| BA | 11 | 6 | 4 | 1 |  | - |
| BED | 33 | 18 | 11 | 1 | 1 | 2 |
| Total | 52 | 30 | 17 | 2 | 1 | 2 |

 Sources: Tracer Study survey 1015

Figure No. 4

**2.5. Faculty wise Distribution of the graduates:**

Out of the total graduates passed out from the DMC 8 are from management bachelors,11 are humanities and social science and 33 are from faculty of the education. The percentage of the education is 63.46% which is the highest from all the faculties whereas from management is 15.38% and from humanities is 21.16%.

**2.5.1. Graduates in Faculty of Management:**

Table NO 5

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Level | Total Graduates | Male Graduates | Female Graduates | Educationally Disadvantages | Dalit |
| BBS | 8 | 5 | 3 | - | - |

 Sources: Tracer Study survey 1015

Figure No. 5

Out of the total graduates passed out from the DMC 8 are from management bachelors and it is i 15.38%. Out of the 8 respondent 5 are male 3 are the female graduates. There are no any Edj and Dalit graduates.

**2.5.2.Graduates in Faculty of Humanities and Social Science**

Table No 6

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Level | Total graduates | Male graduates  | Female Graduates | Educationally Disadvantages | Dalit |
| BA | 11 | 8 | 3 | 1 | - |

 Sources: Tracer Study survey 1015

Figure : 6

Out of 52 respondents 11 are the related to faculty of Humanities and Social Science which is 21.16 %. 8 respondents are the male , 3 are the female and 1 graduates is from educationally disadvantages.

**2.5.3. Graduates inFaculty of Education**

Table No.7

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Level | Total graduates | Male graduates  | Female Graduates | Educationally Disadvantages | Dalit |
| BED | 33 | 14 | 17 | 1 | 1 |

 Sources: Tracer Study survey 1015

Figure : 7

Out of 52 respondents 33 are the related to faculty of Education which is 63.46 %. 14respondents are the male , 17 are the female , 1 graduates is from educationally disadvantages and 1 is the Dalit graduate..

**2.6. Employment Status of the Graduates**

50% of the graduates are found to be employed in different sectors, particularly in government service, school/ NGO. Almost all of them are doing full time job according to their specialization. Those who are not holding job have gone for further study and some are in the process of seeking the job.

Many of the employed graduates are operating level staff, though their qualification is equivalent to hold the senior level. Some graduates are serving as mid level staff and trying to possess officer level after gaining enough experiences. The tables given below shows that most of the graduates are engaged in job and further study. The situation of the graduates according to their current job status is presented in the tables below.

Table No. 8

Distribution of respondents on the basis of employment status

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Faculties | Total | Employed graduates | Unemployed graduates | Employed graduates | Unemployed graduates |
| Male | Female | EDJ | Dalit | Male | Female | EDJ | Dalit |
| BBS | 8 | 4 | 4 | 4 | - | - | - | 1 | 3 | - | - |
| BA | 11 | 4 | 7 | 4 | - | - | - | 4 | 3 | 1 | - |
| BED | 33 | 18 | 15 | 8 | 10 | - | 1 | 6 | 9 | 1 | - |
| Total | 52 | 26 | 26 | 16 | 10 | - | 1 | 11 | 15 | 2 | - |

 Sources: Tracer Study survey 1015

There are 52 graduates and among them 26 graduates have been employed in government service, private and public institution. The remaining numbers of graduate are job seeking and pursuing their further study. The above table shows that among total graduates 50 % graduates are engaged in different sector of employment and 50% are still seeking job. Out of the total graduates in the faculty of Management 4 are employed and 4 are unemployed. Only male graduates are employed in management faculty. In the faculty of Humanities and Social Science 4 graduates are employed whereas 7 are unemployed. Out of 33 graduates in Education Faculty 18 are employed and 15 are still seeking the job. In all faculties no any graduates have the job and one Dalit graduate has the employment .The total employed graduate in the faculty of management is 50%, in Humanities and Social Science is 36.36% and faculty of education is 54.54% .

**2.7. Faculty wise Employment Condition:**

**2.7.1 Faculty Of Management: Table No. 9**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Faculties | Total | Employed graduates | Unemployed graduates | Employed graduates | Unemployed graduates |
| Male | Female | EDJ | Dalit | Male | Female | EDJ | Dalit |
| BBS | 8 | 4 | 4 | 4 | - | - | - | 1 | 3 | - | - |

 Sources: Tracer Study survey 1015

Out of the total graduates in the faculty of Management 4 are employed and 4 are unemployed. Only male graduates are employed in management faculty. Out of that 2 graduates are in government service (non gazetted second class )and the 2 are in non governmental organization in Khotang District. The total employed graduate in the faculty of management is 50%.

**2.7.2 Faculty of Humanities and Social Science: Table No. 10**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Faculties | Total | Employed graduates | Unemployed graduates | Employed graduates | Unemployed graduates |
| Male | Female | EDJ | Dalit | Male | Female | EDJ | Dalit |
| BA | 11 | 4 | 7 | 4 | - | - | - | 4 | 3 | 1 | - |

 Sources: Tracer Study survey 1015

In the faculty of Humanities and Social Science 4 graduates are employed whereas 7 are unemployed. in Humanities and Social Science is 36.36% graduates are employed.

**2.7.3 Faculty Of Education: Table No. 11**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Faculties | Total | Employed graduates | Unemployed graduates | Employed graduates | Unemployed graduates |
| Male | Female | EDJ | Dalit | Male | Female | EDJ | Dalit |
| BED | 33 | 18 | 15 | 8 | 10 | - | 1 | 6 | 9 | 1 | - |

 Sources: Tracer Study survey 1015

Out of 33 graduates in Education Faculty 18 are employed and 15 are still seeking the job. The total Percentage of the graduates in the Education Faculty 54.54% are employed.

**2.7.4. Issue related to the quality and relevance of Higher education**

The tracer study is an empirical survey evaluating the output of the education in relation to the working field. The graduate production of the campus is satisfactory but it is not fully relevant with the need of the society. Education can also be defined as civilizing process and the significant of the campus depends on the production and their application. To some extent Diktel Multiple Campus is being successful in its journey but it has lots of changes to be carried out for institutional strengthening. The employment situation of graduates is found out that the employment sector and the academic qualification are not fully match able. The graduates are engaged in government, private and NGOs sectors. While studying education are engaged in government, private and NGOs sectors. While studying their job status and level it is identified that most of the graduates are operation and assistant level. The finding of the survey signals that, the expectation and aspiration of the Graduates job they are holding are not match able.

**2.7.5. Issues related to the characteristics, expectations and aspirations of graduates**

The tracer study revealed that the graduates from this campus are competitive in their applied field with respect to their acquired qualification. As they have been working in private and public institution, they are competing with the market as per their skilled and qualification.

The graduate from this campus are future oriented and trying their best to find out better opportunity.

As the study traces that almost half of the graduates have been employed in their respective field as per their acquired education. It can be satisfactory result and pride of the campus that its graduate productions of program have been employed according to qualification. Public and private institutions are other major applied field of the graduates from this campus. To be a good citizen, social activist, independent entrepreneurs of family life are some expectations and aspirations of our graduates. Most of the graduates have involved in the related field according to the education they have gained. The aspiration and expectation of most of the graduates are found to be involved in the jobs of government sectors. They feel secure and satisfactory but who involved in the jobs of private sectors insecurity and want to quit but to the lack alternative opportunity, they are compelled to continue it.

**2.7.6. Issue related to the employment experience of graduates**

Most of the graduates seem to have involved in the job from government sector. They are attracted to get better opportunity. However, because of high competition and lack of enough opportunity they are compelled the continue same job for a long time even if they feel insecurity and dissatisfaction with the job they are holding. On the other hand, the graduates who are involved in the job of government sector and are found to be highly satisfied though the ration of income is comparatively similar to private sector. However, the feeling of graduates shows that the government sector is more secured than private sector. Based on tracer survey of this research, it isnoticed that the majority number of graduates have expressed their experience of not having any problems in their ongoing job.

**2.7.7. Education and their contribution to graduates personal development.**

According to the table given, the rating ratio of the graduates shows that the highest rating value is 14 and it indicates that, condition of contribution to Graduates personal development is not found to be satisfactory.

Table No. 13

 Education and their contribution to graduates personal development

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
|  |  | 0 | 1 | 2 | 3 | 4 | 5 |
| 1 | Enhanced Academic knowledge | 0 | 13 | 5 | 9 | 5 | 0 |
| 2 | Improved problem solving skills | 0 | 3 | 14 | 8 | 6 | 0 |
| 3 | Improved research skills | 0 | 4 | 13 | 8 | 5 | 2 |
| 4 | Improved Learning efficiency | 0 | 8 | 7 | 5 | 9 | 0 |
| 5 | Improved communication skills improved information | 0 | 4 | 11 | 11 | 8 | 2 |
| 6 | Technology skills | 0 | 6 | 8 | 12 | 6 | 1 |
| 7 | Enhanced team spirit | 0 | 4 | 12 | 9 | 5 | 3 |
|  | Total rating by number | 0 | 42 | 70 | 62 | 44 | 8 |

Table No. 14

The indicators of rating scale shows the following conclusion:

|  |  |  |
| --- | --- | --- |
| S.N. | Indicators | Mode of analysis |
|  | Enhanced academic knowledge | Much |
| 1 | Improved problem solving skills | Good |
| 2 | Improved research skills | Good |
| 3 | Improved learning efficiency | Good |
| 4 | Improved communication skills | Good |
| 5 | Improved information technology skills | Poor |
| 6 | Enhanced team spirit | Little |

Studying the above tables, it can be assumed that the highest rating of most graduates is 8 and the lowest rating is 0. The finding of this study it directs that the campus needs to focus to enhance on the activities to access the student to information Technology and Research skills. The students who were doing the job at the time of studying have been promoted after graduation. However, those who want to for further study had to quit their job. Therefore, the campus start master degree programs from 2070 B.S.

**1. Enhanced Academic knowledge Table No. 15**

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 1 | Enhanced Academic knowledge | 0 | 13 | 5 | 9 | 5 | 0 |

The above table shows that academic knowledge enhanced from our program seems weaker according to the responses of the respondants.13 (40.62%) students have selected the 'weaker' option. But the second highest option is 9(28.13%). It shows that the level of satisfaction also is not so poor. Similarly 5 (15.62%) students have opted the 'better' option. From the analysis of the table we can summarize that the response is averaged and suggests us to improve the level of our performance.

**2.Improved problem solving skills Table No.16**

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 2 | Improved problem solving skills | 0 | 4 | 14 | 8 | 6 | 0 |

The above table shows that the skill enhanced from our program seems weak. Among 32 respondents, 14 (43.75%) students have opted the 'weak', not the weaker option. Almost the same percent of students seem positive towards it. The table suggests that we ought to improve the imparting in problem solving skills.

 **3.Improved Research skills Table No. 17**

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 2 | Improved research skills | 0 | 4 | 13 | 8 | 5 | 2 |

The above table shows that the research skill enhanced from the program of Diktel M. Campus seems weaker and need to improve it. Of 32 respondents, 13 (40.63%) have opted the 'weak' option. On the other hand the same percent of respondents have responded positively.8+5=13 (40.63% respondents have opted the ' good' and 'better'. Also it suggests us to improve this skill.

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 2 | Improved Learning efficiency | 0 | 8 | 7 | 5 | 9 | 0 |

**4. Improved Learning efficiency Table No. 18**

The above table shows that the research skill enhanced from the program of Diktel M. Campus seems weaker and need to improve it. Of 32 respondents, 13 (40.63%) have opted the 'weak' option. On the other hand the same percent of respondents have responded positively.8+5=13 (40.63% respondents have opted the ' good' and 'better'. Also it suggests us to improve this skill.

**5. Improved communication skills Table No. 19**

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 2 | Improved communication skills improved information | 0 | 4 | 11 | 11 | 8 | 2 |

The above table shows that the communication skill enhanced from our program seems weak. Among 36 respondents, 11 (30.55%) students have opted the 'weak',11 (30.55%) good ,notverythe weaker option. Almost the same percent of students seem positive towards it. The table suggests that we ought to improve the imparting in communication skills.

**6.Technology skills Table No. 20**

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 2 | Technology skills | 0 | 6 | 8 | 12 | 6 | 1 |

The above table shows that the technology skill enhanced from our program seems good . Among 33 respondents, 12 (36.36%) students have opted the good, 8(24.24%) opted weak . Almost the same percent of students seem positive towards it. The table suggests that we ought to improve the imparting in technology skills.

**7. Enhanced team spirit Table No. 21**

|  |  |  |
| --- | --- | --- |
| S.N. | Particular | Rating scale in number of students |
| 0 | 1 | 2 | 3 | 4 | 5 |
| Very Weak | weaker | Weak | Good | Better | Excellent |
| 2 | Enhanced team spirit | 0 | 4 | 12 | 9 | 5 | 3 |

The above table shows that the skill enhanced team spirit from our program seems weak. Among 33 respondents, 12 (36.36%) students have opted the 'weak', 9 (27.27%) tick on good team spirit, not the weaker option. Almost the same percent of students seem positive towards it. The table suggests that we ought to improve the imparting in problem solving skills.

**Unit-III**

**Major Findings**

Khotang district is located in hilly region with critical and complex geographical setting. Diktel Multiple Campus is the community based educational institution providing higher education to the students of this territory since 34 years. The total number of graduate passed out is seen to be occupied by indigenous people caste such as Brahmin, Kshetri all ethnic and Dalit.

 Girls represent more then half percent of enrolled students. Main reason or this reality is the parents’ interest of sending their sons out of the district for further study and employment opportunity in the other sphere. They want to keep their daughter around them because of social limitation and being less ambitious about future carrier of their daughters. Among the total graduate passed out students, male and female ration is not far greater; although, based on enrollment number, the passed out of boy is higher than the girls. The main reason behind this might be the girls marriage while studying which make them quit the study.

 49.05% the graduates are found to be employed in different sectors; they are engaged particularly in government and non-government sector. Private sector includes Boarding School, NGO and other private organization. The graduates included in this study are found to have engaged in different sectors as full time employees. In spite of high attraction to have government job, the number of employees in that sector is proportionately lower than other sectors. Almost all of them are doing full job according to dispatching their specialization. The number of graduates gone for further study and foreign countries is seen to nominal.

Many of the employed graduates are operation level staff though their qualification is equivalent to hold the senior level. It may indicate that the performance level of graduate is not equivalent to current need of job market. The reality directs that the institution hasto think and implement the process of practical education rather than theoretical only.

The major findings are:

1. It was found that 75% of students from management had email ids and in Humanities and Social Science 45.45% of the graduates are email Id users.
2. Out of the total number of graduates 52, among them 27 are males and 25 females. The male graduates percentage is 51.92% and the female are 48.08%.
3. In the faculty of management out of 8 graduates 5 are male , 3 are female. In humanities faculty out of 11 pass out graduates 8 are male, 3 are female and 1 is educationally disadvantage graduates. In bachelors of education out of 33 graduates 14 are male , 17 were female , 1 educationally disadvantages and 1 Dalit .
4. The catchment area of the graduates are found that 94.23.% of its graduates were from Khotang district ,3.85% students were from okhaldhunga and 1.92% from solukhumbu district.
5. Out of the total graduates passed out from the DMC 8 are from management bachelors and it is i 15.38%. Out of the 8 respondent 5 are male 3 are the female graduates. There are no any Edj and Dalit graduates.
6. Out of 52 respondents 11 are the related to faculty of Humanities and Social Science which is 21.16 %. 8 respondents are the male , 3 are the female and 1 graduates is from educationally disadvantages.
7. Out of 52 respondents 33 are the related to faculty of Education which is 63.46 %. 14respondents are the male , 17 are the female , 1 graduates is from educationally disadvantages and 1 is the Dalit graduate..
8. The graduate production of the campus is satisfactory but it is not fully relevant with the need of the society. Education can also be defined as civilizing process and the significant of the campus depends on the production and their application.
9. About the strength and weaknesses of the DMC the finding are:
* Regarding the enhanced academic knowledge ,13 (40.62%) students have selected the 'weaker' option. But the second highest option is 9(28.13%). It shows that the level of satisfaction also is not so poor. Similarly 5 (15.62%) students have opted the 'better' option.
* Regarding the problem solving skill, Among 32 respondents, 14 (43.75%) students have opted the 'weak', not the weaker option. Almost the same percent of students seem positive towards it.
* Regarding the research skill Of 32 respondents, 13 (40.63%) have opted the 'weak' option. On the other hand the same percent of respondents have responded positively.
* For the learning efficiency of the institution ,Of 32 respondents, 13 (40.63%) have opted the 'weak' option. On the other hand the same percent of respondents have responded positively.8+5=13 (40.63% respondents have opted the ' good' and 'better'.
* The communication skill of the institution, Among 36 respondents, 11 (30.55%) students have opted the 'weak',11 (30.55%) good ,notverythe weaker option. Almost the same percent of students seem positive towards it.
* The technology skill enhanced from our program seems good . Among 33 respondents, 12 (36.36%) students have opted the good, 8(24.24%) opted weak .
* Skill enhanced team spirit from our program seems weak. Among 33 respondents, 12 (36.36%) students have opted the 'weak', 9 (27.27%) tick on good team spirit, not the weaker option.

**Unit – IV**

**Implications to Institutional Reform**

The heart of the research should be based on problem finding and diagnostic approach. Based on Whole tracer study process, the Tracer Study Research Committee has identified the following implication for institutional reform.

Education by this institution largely based on teacher centered method, soly guided by text book. The student-centered method based on authentic as well as non-authentic texts must be used to expose students into the interdisciplinary areas.

-The research will help the institution to make a plan to reform the immediate shortcomings.

-Need of enhancing information Technology and Research Skills.

-It will assist campus management team to make vision, mission and set goals for institutional development and strengthening.

- It will activate the monitoring part of the institution.

- The administration will be conscious in delivering the services to the stakeholders in time accurately.

- Campus has to focus on making plans to uplift the level of student and to increase pass out ratio.

- This study will help to build up the provision for insuring access to academically eligible, poor and disadvantaged students.

-It will be guideline for ensuring academic calendar and its implementation.

- It will suggest the district as well as national policy maker to make plans for reforming the educational system in order to address the students studying in remote and backward district like Khotang

- The research will direct the stakeholders in stressing the need of motivating students to in clean them towards entrepreneurship for self dependency and creatingemployment for others.

- It will support in promoting the passed out ratio of graduates if the shortcomings identified in thesis research are addressed thoroughly.

**Unit-v**

**Conclusion and Recommendation**

To sum up, this tracer study research is expected to be the milestone to reform the problems of the institution. It is just an initiation of stepping forward towards the advanced educational goals. The attitudes, suggestions, feedback and comments given by the graduates will be remarkable path to catch the destination. The study has established the relationship between the recommendations of her own graduates. As a mother institution, the campus is in the key position to keep in touch among the graduates. The response of the graduates to the question about the contribution to their institution

Encourages the Campus to from a committee of ex-students for economic, morale and academic support. It makes the teaching staff aware of revising the teaching methodologies and non-teaching staff keeping documentation up to date as well.

After the overall data presentation, analysis, major findings and the implication to institutional reform the committee has suggested the following recommendations to reform the institution and education policy.

Recommendations for the DMC:

* The DMC should allocate sufficient budget for library.
* The students as well as teacher should be involve in research activities.
* DMC also step forward of job placement/attachment and internship to the students.
* The institution also focuses on regular classes of the students and it is recommend that “ The Academic Committee should be actively implement the action plan of quality delivered to the students”.
* The EDJ and Dalit students should be given more incentive to bring the mainstream of the education in the nation.
* The DMC should allocate the sufficient budget allocation for refurbishment of its infrastructure.(Lighting facilities in classroom, painting, decoration and etc..)
* Implementation of modern teaching methodology.
* Provide need based practical education.
* Establish intimate relationship to the ex-students of the campus.
* Manage frequent refreshment training to the teachers, staff and students.
* Bright interdisciplinary subjects within particular faculty.
* Focus on research based field visits sharing experiences.
* Proper use of modern technology for empowering the students to face the challenging pace of life.
* Let the students excess the information Technology to be familiar with modern globalization.
* Need of making policy that could be accessible to the students living complex geographical area.
* The campus has to initiate the process of running Master’s Degree Program

The End